

Vermont Mental Health Performance Indicator Project
Agency of Human Services, Department of Health, Division of Mental Health
Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani and Monica Boyd

DATE: March 25, 2005

RE: AOP Program Staff

This week's PIP is the second in a series that replicates PIPs first distributed in June through August 2003. The first in the current series, which was distributed on February 25, provided information regarding the tenure and education level of clinical staff employed by CMHC Children's Services Programs. This week's PIP provides comparable information for clinical staff employed by mental health Adult Outpatient Programs (AOP) for adults who do not have prolonged serious disabilities but who are experiencing emotional, behavioral, and/or adjustment problems serious enough to warrant professional attention. As in the earlier reports, information on staff tenure and level of education is based on Human Resources Data submitted to DMH by Designated Agencies on a quarterly basis. The data used in this report describe all clinical staff reported by AOP Programs for October through December 2003.

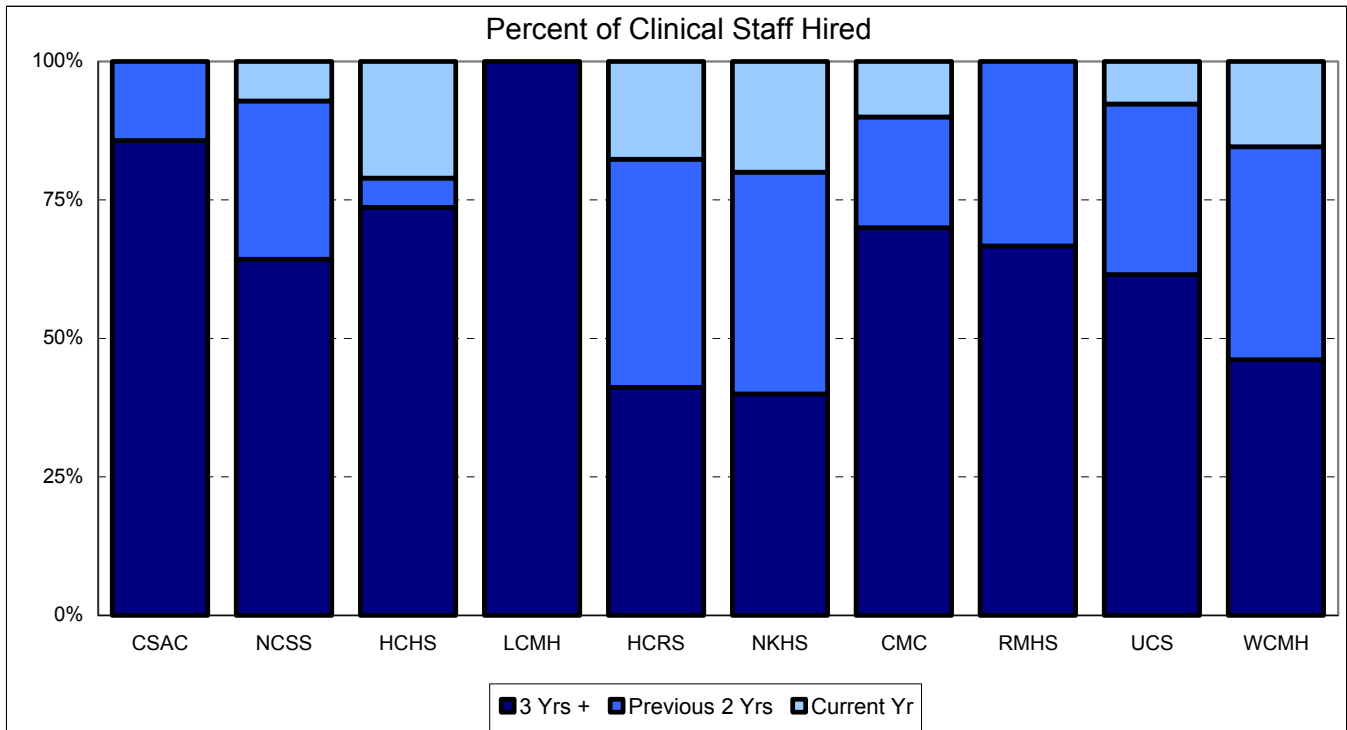
As you will see, almost two-thirds (61%) of AOP staff had been employed for more than two years. The Counseling Service of Addison County (CSAC) and Lamoille County Mental Health had the highest representation of these longer-term employees (86% and 100%, respectively). Northeast Kingdom Mental Health (NKHS) and Southeastern Vermont (HCRS) had the lowest proportion of longer-term employees (40% and 41%, respectively). Statewide, about one in eight AOP staff had been hired during the study year. This rate of staff turnover is lower than that recently reported for Vermont Children's Services Programs, and lower than that reported by the Ohio Department of Mental Health for community based case managers¹. Addison (CSAC), Lamoille (LCMH), and Rutland (RMHS) had no new hires during the study year. Northeast and Southeast had the most new hires in their AOP programs (20% and 18% respectively).

The greatest proportion of AOP clinical staff (81%) had a Master's degree and almost all had at least a bachelor's degree. Northwest Counseling had the highest proportion of staff with less than a master's degree (29%). Northeast Kingdom had the highest proportion of staff with a Doctorate (20%).

We look forward to your comments, questions, and suggestions for future analysis. Please email them to pip@vdh.state.vt.us or call 802-241-2638.

¹Top Ten Mental Health Research Findings (November, 2004). Ohio Department of Mental Health. Available at www.mh.state.oh.us/oper.html.

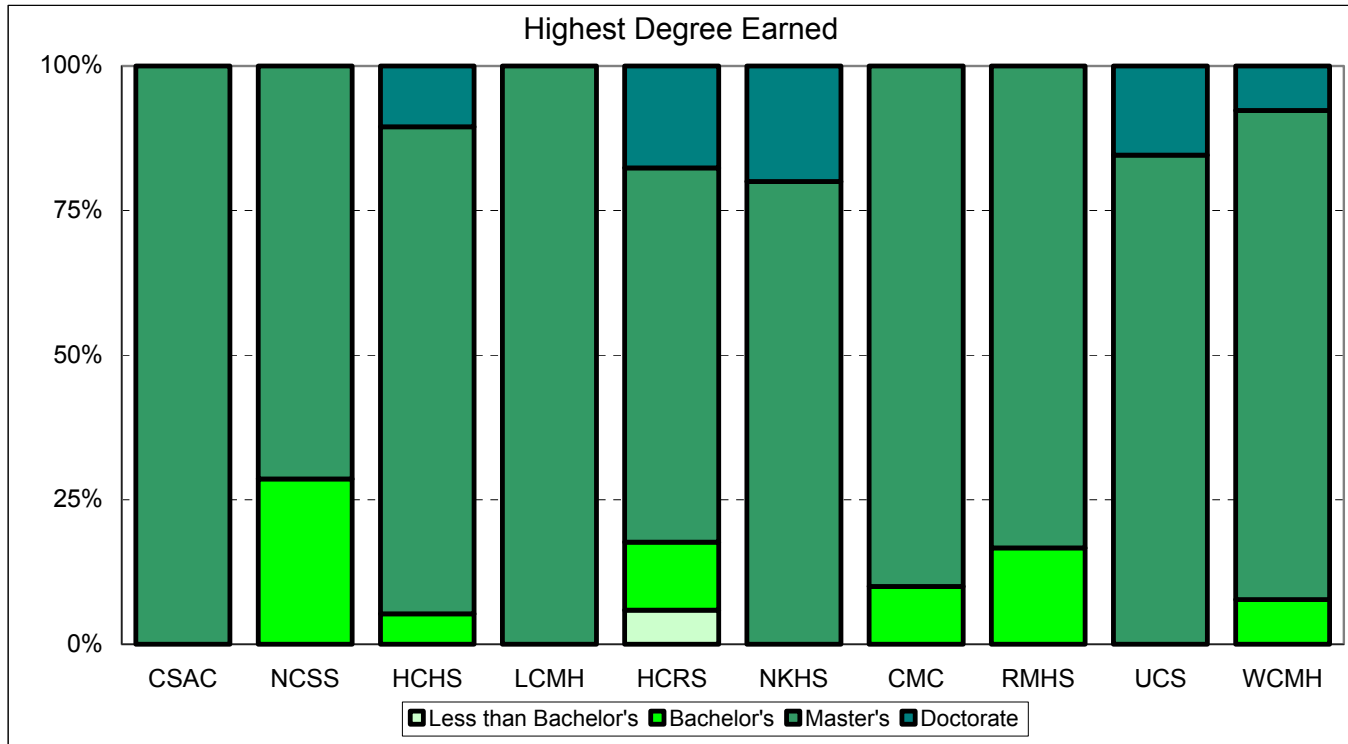
Adult Mental Health Outpatient Programs Clinical Staff Tenure: October - December 2003



Clinic	Number of Clinical Staff	Hired During						Percent with Data
		Current Year		Previous Two Years		Three + Years		
		Number	Percent	Number	Percent	Number	Percent	
Total	106	13	12%	28	26%	65	61%	
CSAC	7	0	0%	1	14%	6	86%	100%
NCSS	14	1	7%	4	29%	9	64%	100%
HCHS	19	4	21%	1	5%	14	74%	100%
LCMH	2	0	0%	0	0%	2	100%	100%
HCRS	17	3	18%	7	41%	7	41%	100%
NKHS	5	1	20%	2	40%	2	40%	100%
CMC	10	1	10%	2	20%	7	70%	100%
RMHS	6	0	0%	2	33%	4	67%	100%
UCS	13	1	8%	4	31%	8	62%	100%
WCMH	13	2	15%	5	38%	6	46%	100%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Adult Mental Health Outpatient staff includes full-time, part-time, and contractual workers in the following job categories: program director, program coordinator, clinician, case manager, and employment specialist/vocational support worker who were employed as of 4th quarter CY2003.

Adult Mental Health Outpatient Programs Highest Degree Earned by Clinical Staff: October - December 2003



Clinic	Number of Clinical Staff	Highest Degree Earned				Percent with Data
		Less than Bachelor's	Bachelor's	Master's	Doctorate	
Total	106	1%	10%	81%	9%	
CSAC	7	0%	0%	100%	0%	71%
NCSS	14	0%	29%	71%	0%	100%
HCHS	19	0%	5%	84%	11%	100%
LCMH	2	0%	0%	100%	0%	100%
HCRS	17	6%	12%	65%	18%	100%
NKHS	5	0%	0%	80%	20%	100%
CMC	10	0%	10%	90%	0%	100%
RMHS	6	0%	17%	83%	0%	100%
UCS	13	0%	0%	85%	15%	100%
WCMH	13	0%	8%	85%	8%	100%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Adult Mental Health Outpatient staff includes full-time, part-time, and contractual workers who were employed as of 4th quarter CY2003.

Clinical Staff are staff holding the following positions: program director, program coordinator, clinician, case manager, and employment specialist/vocational support worker.